

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Administrative Office	(2) MEETING DATE 1/13/2015	(3) CONTACT/PHONE Dan Buckshi, County Administrative Officer (805)781-5011	
(4) SUBJECT Request to approve an employment agreement with Nick Franco to serve as the County's Director of Parks and Recreation. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board approve the attached employment agreement with Nick Franco to serve as the County's Director of Parks and Recreation.			
(6) FUNDING SOURCE(S) FC 305- Parks and Recreation Budget	(7) CURRENT YEAR FINANCIAL IMPACT \$83,078 (salary and benefits)	(8) ANNUAL FINANCIAL IMPACT \$199,388 (salary and benefits)	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____) <input type="checkbox"/> Board Business (Time Est. ____)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW This item was prepared by the Administrative Office			
(18) SUPERVISOR DISTRICT(S) All Districts			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Dan Buckshi, County Administrative Officer

DATE: 1/13/2015

SUBJECT: Request to approve an employment agreement with Nick Franco to serve as the County's Director of Parks and Recreation. All Districts.

RECOMMENDATION

It is recommended that the Board approve the attached employment agreement with Nick Franco to serve as the County's Director of Parks and Recreation.

DISCUSSION

In October 2014, the Board took action to dissolve the General Services Agency and create four new departments, including the Parks and Recreation Department. As a part of this action, the Board also approved the creation of four new department head positions to lead each new department. Also in October 2014, the County initiated a recruitment process for the Director of Parks and Recreation, which attracted a total of 28 qualified applicants. The recruitment and selection process involved an extensive review of the top candidates including panel interviews with County management and members of the Parks Commission. Subsequently, the candidates made presentations to a representative group of stakeholders. They also met with Parks management staff and then were interviewed by the Board of Supervisors during their December 17, 2014 closed session.

Mr. Franco comes to the County with significant experience and background in Parks and Recreation. He is currently the Superintendent for the San Luis Obispo Coast District of California State Parks, with oversight of 11 park units, including Hearst Castle, Montaña de Oro, and Morro Bay State Park. He has worked with State Parks since 1983, when he began as a Park Aide at Carpinteria State Beach. After Becoming a State Park Ranger in 1988, Mr. Franco worked in the Santa Monica Mountains, Oceano Dunes, Big Basin Redwoods and San Juan Bautista. He was promoted to Superintendent of Angel Island State Park in 1998 and took the San Luis Obispo Coast District Superintendent job in 2003. Mr. Franco holds a Bachelor's degree in Political Science from Cal Poly. Pending Board approval of the attached contract, Mr. Franco will begin his employment with the County as the Director of Parks and Recreation on February 2, 2015.

The salary for the Director of Parks and Recreation was set by Board action on October 7, 2014, based on a compensation study conducted by the Human Resources Department.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the agreement as to legal form and effect. The Human Resources Department conducted a compensation study for this position, managed the recruitment process and prepared the attached resolution amending the salary. Representatives from various County departments, as well as community stakeholders, participated in the recruitment and selection process.

FINANCIAL CONSIDERATIONS

The salary range for the Director of Parks and Recreation is \$104,541-\$127,067. Mr. Franco will start at the top step of the salary range which equates to \$127,067 annually. Mr. Franco will receive the standard benefit package for appointed department heads. The total compensation, including salary and benefits will be \$199,387 annually. Sufficient funds exist in the Fund Center 305- Parks and Recreation budget to cover these expenses.

RESULTS

The appointment of Nick Franco to the position of Director of Parks and Recreation fills an important vacancy with a highly qualified individual.

ATTACHMENTS

1. N. Franco Employment Agreement